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Study of Life Satisfaction and Job Satisfaction of Permanent Teachers and Temporary Teachers

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Abstract:

Life satisfaction and job satisfaction play an important role in a person's life. Both these factors are useful in giving meaning to life, both personally and socially. Life satisfaction gives a person a sense of inner happiness, while job satisfaction creates a sense of social usefulness. In the present study, the life satisfaction and job satisfaction of permanent teachers and temporary teachers were studied. The objectives of this study was to assess the level of life satisfaction and job satisfaction as well as find out the relationship between life satisfaction and job satisfaction of permanent and temporary teachers. Data was obtained from sixty permanent teachers and temporary teachers through life satisfaction and job satisfaction questionnaires. It was found that the life satisfaction and job satisfaction of temperary teachers were low. Results indicates that life satisfaction and job satisfaction is positively correlate each other. If sustainable development is to be achieved through higher education, the teachers within the education sector must be satisfied and happy. Therefore, it is essential for the system to consider how to enhance both the professional satisfaction and overall life satisfaction of teachers.

Keywords: Education, Life Satisfaction, Job Satisfaction, Permanent Teachers, Temporary Teachers

Introduction:

Education is one of the most powerful tools for personal, social, national and world development. Education is man making process and it helps individuals gain knowledge, develop skills, and build their personality. Education has tremendous capacity and our future is depend upon the the quality of education so Nelson Mandela said, "Education is the most powerful weapon which you can use to change the world." Education plays an important role in shaping the development and progress of individuals and nations. It makes critical thinking, awareness, and the ability to make decisions. According to **Malcolm** *"Education is the passport to the future, for tomorrow belongs to those who prepare for it today."* This thought highlights that education prepares people for upcoming challenges and opportunities in life.

Education is not only about acquiring knowledge but also about developing moral values and wisdom. It helps individuals understand the world and their responsibilities in society. Aristotle stated, *"Educating the mind without educating the heart is no education at all."* This quote shows that true education should nurture both intellect and character.

Education is a continuous process that develops creativity, curiosity, and understanding. It goes beyond textbooks and classrooms. Albert Einstein once said, *"Education is not the learning of facts, but the training of the mind to think."* This quote explains that the real purpose of education is to develop thinking ability and problem-solving skills.

Higher education plays a crucial role in the development of individuals and society. It provides advanced knowledge, professional skills, and critical thinking abilities that help people contribute effectively to economic, social, and cultural progress. Through higher education, individuals gain specialized knowledge and practical skills required for different professions. It prepares skilled professionals such as teachers, doctors, engineers, scientists, and administrators who are essential for national growth. Higher education

also contributes to economic development. Educated individuals increase productivity, create new technologies, and promote entrepreneurship.

Teachers play a very important role in higher education because they guide students in acquiring advanced knowledge, developing professional skills, and shaping their personalities. They play various roles such as mentor and guides, promote research and innovation, personality and value development , evaluation and academic development . Simply teachers are not only teach the student but also develop the overall personality of students. Teachers are the backbone of higher education. Their knowledge, guidance, and dedication help students develop intellectually, professionally, and morally. Therefore, the role of teachers is essential for maintaining the quality and effectiveness of higher education.

Life satisfaction refers to an individual's overall evaluation of their quality of life and the degree to which they feel happy, fulfilled, and content with their life circumstances. In the teaching profession, life satisfaction is an important psychological factor that influences teachers' well-being, effectiveness, and professional commitment.

Life satisfaction is important for teacher because satisfied person is more enthusiasm, dedication in their work and shows stronger commitment to their duties. High life satisfaction enhance mental health and reduce stress, anxiety, depression, and burnout. Teachers with higher life satisfaction tend to remain in the profession longer and show stronger commitment to their duties.

Job satisfaction is a pleasurable feeling that results from the perception that one's job fulfils or allows for the fulfilment of one's important job values. Job satisfaction is the result of various attitudes that the worker holds toward his jobs toward related factors and toward life in general.

Job satisfaction refers to the level of contentment and positive feelings that individuals experience toward their job. It reflects how much people like their work and how satisfied they are with different aspects of their profession such as salary, working conditions, job security, relationships with colleagues, and opportunities for growth. In the teaching profession, job satisfaction plays a very important role because teachers are responsible for shaping students' knowledge, values, and future. Teachers who experience high job satisfaction tend to show greater dedication, motivation, and commitment to their work. They are more enthusiastic in the classroom, maintain better relationships with students, and contribute positively to the educational environment. On the other hand, low job satisfaction may lead to stress, burnout, reduced productivity, and a lack of interest in teaching activities.

Job satisfaction and **life satisfaction** are closely related concepts in psychology and organizational studies. Job satisfaction refers to the degree to which an individual feels positive and satisfied with their job, while life satisfaction refers to a person's overall evaluation of their quality of life and general well-being. Since work is a major part of an individual's life, satisfaction with one's job significantly influences overall life satisfaction. Many studies have shown a **positive relationship between job satisfaction and life satisfaction**, meaning that individuals who are satisfied with their jobs are generally more satisfied with their lives as well. Therefore, improving working conditions, providing support systems, and ensuring fair employment practices can help enhance both job satisfaction and life satisfaction among teachers.

Review of Literature:

The study conducted by Gunduz (2014) on "An Investigation of the Relationship between Job Satisfaction and Life Satisfaction among Teachers." The sample of this research was 406 school teachers . The study found a significant positive correlation between job satisfaction and life satisfaction among teachers. Teachers with higher job satisfaction reported higher life satisfaction.

Cevik (2017) conducted the study on topic "The Roles of Life Satisfaction, Teaching Efficacy, and Self-esteem in Predicting Teachers' Job Satisfaction". The data was collected from 358 high school teachers from 21 public high schools. The study shown that life satisfaction, teaching efficacy, and self-esteem significantly predict job satisfaction among teachers. Teachers who have higher life satisfaction and confidence in their teaching abilities tend to experience greater job satisfaction

Naveen Kumar (2019) conducted the study on "Influence of Job Satisfaction on the Quality of Work Life of Higher Secondary School Teachers." The sample of this study was 140 higher secondary school teachers from Haryana.. The study revealed a positive and significant relationship between job satisfaction and

quality of work life among teachers. Higher job satisfaction improves teachers' well-being and professional performance.

The study conducted by Sari & Yetkiner(2020) on topic " Relationships between Job Satisfaction, Motivation and Life Satisfaction in Teachers" . The data was collected from 264 teachers by using questionnaires . The study found that life satisfaction significantly predicts job motivation and job satisfaction among teachers. Teachers with higher life satisfaction tend to show greater motivation and satisfaction with their jobs. The study suggested that improving teachers' quality of life can enhance job satisfaction.

Umer, Siddiqui & Ahmed (2022) completed the study on "Job Satisfaction as Determinant of Life Satisfaction among Secondary School Teachers in Karachi." The sample size of this study was 200 secondary school teachers and data was collected by applying questionnaires. The results indicated that job satisfaction is a significant determinant of life satisfaction among teachers. Factors such as salary, promotion, supervision, and work environment strongly influence teachers' life satisfaction.

Methodology:

Statement of Problem:

To Study of Life Satisfaction and Job Satisfaction of Permanent Teachers and Temporary Teachers

Objectives of the study:

1. To study the level of life satisfaction among permanent teachers.
2. To study the level of life satisfaction among temporary teachers.
3. To study the level of job satisfaction among permanent teachers.
4. To study the level of job satisfaction among temporary teachers.
5. To compare the life satisfaction of permanent teachers and temporary teachers.
6. To compare the job satisfaction of permanent teachers and temporary teachers.
7. To examine the relationship between life satisfaction and job satisfaction among teachers

Hypotheses of the study:

1. There is no significant difference in the level of life satisfaction between permanent teachers and temporary teachers.
2. There is no significant difference in the level of job satisfaction between permanent teachers and temporary teachers.
3. There is no significant relationship between life satisfaction and job satisfaction among teachers.

Sample:

In the present study, permanent and temporary teachers working in senior colleges were selected as the sample. A total of 60 teachers were randomly selected, out of which 30 were permanent teachers means they having all facility which is applicable, and 30 were temporary teachers means they are working as clock hour basis as well as non-grant basis. The age of the teachers in the sample was taken as 25 years to 35 years. All the teachers were selected as the sample from the Arts, Science and Commerce college from Nashik district.

Research Design: Descriptive comparative survey research design

Research variable - Nature of Job- temporary and permanent, Life satisfaction and Job satisfaction.

Operational Definitions:

a) **Life satisfaction :** Life satisfaction is defined as the total score obtained by an individual on the Life Satisfaction Scale (e.g., SWLS), reflecting their subjective evaluation of overall quality of life according to their chosen criteria.

b) Job satisfaction: Job satisfaction is defined as the total score obtained by an employee on Job Satisfaction Scale, reflecting their level of satisfaction with various aspects of their job such as pay, promotion, work conditions, nature of work, co-workers', supervision and communication.

c) **Permanent Teacher:** A *permanent teacher* is defined as a full-time faculty member who has been officially appointed on a long-term or confirmed basis and not temporary, ad-hoc, or contractual basis in aided senior college (undergraduate or postgraduate level).

d) **Temporary Teacher:** A *temporary teacher* is defined as a faculty member who is employed on a short-term or non-permanent basis such as ad-hoc, contractual, clock-hour basis, or visiting faculty in aided or non-aided senior college (undergraduate or postgraduate level).

Research Tools:

Life satisfaction Scale (L-S Scale) ; This test was developed by Q. C. Alam and Dr. Ramji Srivastava. This test consists 60 items related to six areas viz. Health, Personal, Economics Marital, Social, and Occupation. The answer of test is given in yes/no format. The reliability and validity of test is .084 and .082 respectively. Scoring of this test is very simple the raw score convert into T score. The high value of T score indicates that high level of life satisfaction.

Job Satisfaction test : This scale is developed by Paul E. Spector. This scale include 36 items related to job satisfaction. This test consists of 1. Pay. 2. Promotion, 3. Supervision 4. Fringe Benefits 5. Contingent rewards 6. Operating conditions 7. Co-workers 8. Nature of works 9. Communication nine subscale. The response of each item is give in six point scale means disagree very much, disagree moderately, disagree slightly, agree slightly, agree moderately, agree very much The test having positive and negative items and the scoring of positive items is 1, 2, 3, 4, 5, and 6 and for negative items is reverse i.e. 6,5,4,3,2 and 1

Results and interpretation:

Ho. 1 There is no significant difference in the level of life satisfaction between permanent teachers and temporary teachers.

	Nature of Job	N	Mean	S. D.	t value
Life Satisfaction	Permanent	30	48	5.62	6. 97
	Temporary	30	39	4.30	Significant

The above table shows level of life satisfaction of permanent teachers and temporary teachers. The mean value life satisfaction of permanent teachers was 48 and standard deviation was 5.62 whereas mean and standard deviation of temporary teachers was 39 and 4.3 respectively. The calculated t value is 6.97 which is significant at 0.05 level means there is significant difference in life satisfaction of permanent teachers and temporary teachers. Therefore **"**There is no significant difference in the level of life satisfaction between permanent teachers and temporary teachers" is rejected. Life satisfaction is important concept in human life and it is related to various factors such as self-esteem, mental health, economic level, financial security, job satiability work-life balance, sense of belongingness, safety and security in life. Happiness in life is related to life satisfaction.

Ho. 2 There is no significant difference in the level of job satisfaction between permanent teachers and temporary teachers

	Nature of Job	N	Mean	S. D.	t value
Job Satisfaction	Permanent	30	168	15.82	10.08
	Temporary	30	131	12.62	Significant

The above table shows that job satisfaction of permanent teachers and temporary teachers. The mean value job satisfaction of permanent teachers was 168 and standard deviation was 15.82 whereas mean and standard deviation job satisfaction in temporary teachers was131 and 12.62 respectively. The calculated t

value is 10.08 which is significant at 0.05 level means there is significant difference in job satisfaction of permanent teachers and temporary teachers. Therefore "There is no significant difference in the level of job satisfaction between permanent teachers and temporary teachers" is rejected. Job satisfaction play important role in employees life and it is related to various factors such as salary, job security, promotion, working conditions, nature of work, workload, autonomy, recognition, rewards, growth, relationship with colleagues, job insolvent, sense of achievement and work culture.

Ho. 3 There is no significant relationship between life satisfaction and job satisfaction among teachers.

Variables	Correlation	Significant
Life satisfaction	0.89	High positive correlation
Job satisfaction		

The above table shows the relationship life satisfaction and job satisfaction of temporary teachers and permanent teachers . The Pearson's correlation was applied to find out the relation between life satisfaction and job satisfaction. The coefficient of correlation was 0.89 it means there is very high positive relationship between life satisfaction and job satisfaction. The Prior research also indicates that there is link between life satisfaction and job satisfaction. So the hypothesis -**There is no significant relationship between life satisfaction and job satisfaction among teachers** was rejected.

Conclusions:

The finding of the present research was that life satisfaction and job satisfaction of temporary teachers was low than permanent teachers and there was high positive correlation between life satisfaction and job satisfaction of teachers.

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